

The Recruiting Edge

Management Assistance and Outreach Services Division



Planting the Seeds for Success

Do you remember when you were little? What were you going to do when you grew up? Do you recall the age you were when you were 99.9% sure about your future? Well, for most of us, that age is cloudy until we start to reach our middle school to high school years. Clarity is never really defined, but our parents, teachers, family, and friends influence our success and our future, *clear or cloudy*.



Motor Officer Waymon Greene, ID #8031, began recruiting his son Darren at an early age.

Our job of raising responsible kids is becoming increasingly difficult with all of the outside distractions. However, we have an opportunity to identify, train, nurture, link, and empower a new generation of effective future leaders. In two to six years, today's high school students could be tomorrow's California Highway Patrol (CHP). So start planting those seeds! Here are some suggestions to help them prepare for life and a great CHP career:

First - They need to keep a clean record. This includes their everyday life as well as their criminal and driving record.

(Continued on page 2)

Why should I be a mentor?

Do you know what a powerful impact a caring adult, in addition to one's parents, can make on a young person's life?

Do you have what it takes to become a mentor?

- Do you believe you can make a difference in a child's life?
- Do you believe in youth and their potential?
- Are you willing to share ideas and talents to try new things?
- Do you encourage young people to set and achieve goals?
- Are you a role model for civil and appropriate behavior and attitudes?
- Can you help youth to acquire knowledge, information, and skills?

If you answered "Yes" to any one of these questions, you have what it takes to become a mentor!



Officer Darren Greene, ID #16361, CTC III-00 followed in his father's footsteps and is the CHP's statewide Mentoring Coordinator

Research shows that the youth involved in mentoring activities were significantly more likely to develop attitudes and habits that

(Continued on page 2)

NEWS FLASH!!!
CHP ACADEMY IS NOW
27 WEEKS.

Under the acronym

umbrella of Management Assistance and Outreach Services Division (MAOSD), Community Outreach and Partnership Section (COPS) has taken over the statewide coordination of the Senior Volunteer Program (SVP) and the Governor's Mentoring Program (GMP).

The GMP is a commitment to mentoring young people to be risk-free and realize their full potential as self-confident, productive individuals. Governor Davis and First Lady Sharon Davis have set a goal for the GMP of recruiting, training, and matching quality mentors to reach one million young people by 2005.



Mentoring encourages higher-level thinking, advocates multicultural understanding, supports activities that promote a sense of community, encourages a sense of civic responsibility among those mentored, and aids in an opportunity for students to practice leadership skills.

(Continued on page 2)

Seeds for Success . . . continued

Second - They should learn as much as they can about the career in which they are interested. Information on a career as a CHP Officer or a CHP Public Safety Dispatcher can be accessed on the CHP Web site (www.chp.ca.gov). Encourage them to ask questions of you, officers, dispatchers, or any member of the CHP.

Third - They need to prepare for the testing process. This often consists of written tests, physical ability tests, an oral interview, and background check. Stress the importance of writing skills and to be able to write a good essay. This includes knowing how to organize their thoughts, writing an essay that makes sense, and using proper spelling, grammar, and punctuation. Encourage them to get involved in public speaking or debate classes and to keep a daily journal.

Fourth - They need to prepare for an interview. In an oral interview, the CHP looks for applicants with character, good judgment, and a strong desire to succeed. They are also looking for real-world job skills, problem-solving ability and a community-oriented outlook.

We also recommend joining a law enforcement Explorer Post, preferably CHP. Ages to join are usually 15 to 20. It's also a great way for them to "learn the ropes" and define their character. For more information, go to the CHP Explorer Web page at: www.chp.ca.gov/recruiting/html/explorers.



Officer Laura Quattlebaum started recruiting her daughter Jordan at an early age. (Citing little brother Jake for no helmet.)

Why should I . . . continued

help ensure success. Compared to youth without mentors, the children with mentors were less likely to begin drug or alcohol use, had improvement in grades at school, and credited mentors with improving their ability to avoid getting into trouble.

Volunteering your time to mentor can also create healthier communities, improve the CHP's public image, improve community relations, and aid in the recruitment and retention of employees. The mentoring experience can help build teamwork skills, expose employees to new situations in which to apply their skills, and improve morale.

ARE YOU WILLING TO MAKE THE INVESTMENT?

LOGON TO THE GOVERNOR'S MENTORING
WEB SITE AT WWW.GOSERVE.CA.GOV
OR CALL (916) 657-8810
FOR MORE INFORMATION.

JOIN US in Recruiting Women

This is a challenging time, but also a critical opportunity to recognize and become proactive in recruiting women into the CHP uniformed ranks. We are looking for women with fortitude of spirit, vision for tomorrow, interest in giving back to the communities, and interest in making a difference toward preparing and safeguarding the quality of our state's future.

The California Highway Patrol (CHP) boasts a rich history of women whose achievements speak to the sense of excellence, potential, and patriotism shared by all law enforcement. CHP women give all young women the driving force to dream without limits. Through their steadfast service on a daily basis, the women of the CHP could not be where they are without the strength, courage, wisdom, and persistence of those who preceded them.

JOIN US in continuing the legacy.

Call 1-877-WOMEN CHP, or logon the CHPWeb site (www.chp.ca.gov), for more information and applicant study resources.

Acronym Umbrella . . . continued

Our SVP is for people of all ages who want to help meet community needs through meaningful use of their skills and knowledge . . . these global partnerships utilize the skills, knowledge, time, talents, and experiences of older adults to address local community needs.



Senior volunteers assisted with recruitment efforts at the California State Fair.

A universal phenomenon with global implications is the world's aging population. It is anticipated there will be a dearth of community resources available to meet the rapidly increasing senior citizen population. At the same time, young retirees represent the most under-utilized available human resource to meet the growing needs of countries, communities, and neighborhoods around the world. The volunteers will aid in heightened awareness of community needs and provide a mechanism for intervention and problem-solving, while getting involved in civic activities and positive changes in their local communities.

The CHP's role in the GMP and the SVP can create a common fabric in communities, and break down the artificial "we" versus "them" distinctions between our organization and the community. These program acronyms spell out more than its program title, they spell out the future of the CHP.

**The Recruiting Edge is
published quarterly by the
headquarters Recruitment Unit.**

Commissioner - D. O. Helmick
MAOSD Deputy Chief - Jim Innes
Unit Lieutenant - Steve Badilla
Unit Sergeant - Jonni Fenner
Editors - Officer Brenda Rice
SSA Rhonda Hill

Send all correspondence to:
Officer Brenda Rice
at recruiting@chp.ca.gov

Recruitment Resources

1-888-4A CHP JOB / WWW.CHP.CA.GOV

Applicant Study
Guide



1-888-4A CHP JOB
www.chp.ca.gov

Applicant Study Guide



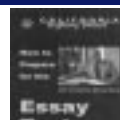
Recruitment Video



PAT Video



QAP Video



Essay Video